

Princess Royal Coach Academy—Mentor Programme 2023

RDA have a commitment to recognise those who support others and have subsequently developed and outlined the Princess Royal Coach Academy Mentor Programme. This Academy Mentor Programme provides an exciting opportunity for highly skilled and aspiring mentors to be influential in the enhancement of the RDA coaching pathway.

This exciting Mentor role provides opportunity to work with coaches who are selected onto the Princess Royal Coach Academy, supporting them to progress towards Advanced Coach level.

The programme involves a two month Mentor training period, consisting of 3 workshop days, which ensures that you have the right skills and tools to effectively mentor and support others with their coach

development journey; aiding personal and professional development. These skills combined with your experience and expertise will support coaches, over a 12 month period, to evolve through the Princess Royal Academy and encourage progression towards the Advanced Coach Assessment.

In exchange for commitment to the 14 month programme (2 months training and 12 months active Mentor role), Mentors will benefit from unique learning and development opportunities including established communities of practice which offers exposure to new, innovative and relevant ideas as well as reinforcing successful current practices.

Mentoring Matters

Mentoring is a powerful tool in the education and development of coaches and benefits both Mentor and Mentee. This is what you can expect should you be successfully selected onto the Coach Academy Mentor Programme:

- ✦ Share leadership and management methods
- ✦ Develop better critical thinking skills by addressing challenges at all levels
- ✦ Grow your professional network across various levels of coaching
- ✦ Empower future generations of coaches by creating a culture of empathy, positivity, and creativity
- ✦ Share the importance of networking and mentoring as a channel for professional development
- ✦ Be influential in the progression of the aims and values of the Coach Academy; generating collaborative and inclusive culture amongst coaches

Mentor Role - Purpose & Requirements

Purpose:

To provide individualised support to coaches selected onto the Coach Academy to enhance their knowledge, skills and confidence, enabling them to maximise their potential. The Mentor is a key component of the Academy, complementing other aspects including progression towards Advanced Coach level, individual and group professional development opportunities and a peer support network.

The role will specifically focus on developing:

- * Coaching skills, behaviours and practice
- * Confidence and self-belief
- * Leadership and decision making
- * Interpersonal skills
- * Responsibility for the welfare of equines
- * Reflective practice

Through:-

- * Assisting the coach to identify goals and make progress towards them
- * Working with the coach to identify and focus on areas for improvement within their coaching practice
- * Embedding learning from workshops and other key development opportunities
- * Helping the coach to increase confidence and self-belief
- * Being a valuable resource by sharing knowledge, resources/tools or signposting to others
- * Challenging and questioning their approach, beliefs and assumptions (opening up to new ways of thinking)
- * Encouraging the coach to take a reflective approach towards learning
- * Developing their knowledge and skills and supporting personal development

This will include:- face to face meetings with the coaches, visiting their coaching sessions, observation of practice, support through email, telephone, and Zoom; and the production/completion of relevant Academy-related paperwork.

Requirements:

Attend 3 training workshops during the initial 2 month training phase followed by the Initial Coach Programme Workshop day (Mentee Introductions), in addition to meetings relevant to the aims and objectives of the Coach Academy as required.

Committed to supporting 1-3 coaches over a 12 month period, with brief summary reports after meetings/contact with assigned coaches and progress updates being evidenced quarterly (every 3 months) to the Training and Education Senior Coordinator.

Participation in the monitoring and evaluation of the programme; completing an initial, mid-year and final consultation.



Person Specification

- * A proven track record of effectively supporting and developing others (e.g. coaches, volunteers etc.)
- * Significant and appropriate knowledge and experience of disability sport participation and ability to draw on this expertise
- * Extensive knowledge of RDA structure
- * Always puts the equines needs first and has up to date knowledge and understanding of equine welfare
- * A passion for RDA recognising the crucial role coaches play in the development of disabled participants
- * Good relationship builder with excellent communication and listening skills and a positive approach to challenging and questioning
- * Follows a solid and tested methodology which reflects a professional code of practice and behaviour underpinning all they do
- * Honest and trustworthy with high ethical standards (complies with outlined RDA Code of conduct)
- * Able to create a safe, trusting and confidential environment to explore and offer critical insights into issues, expertise and new ideas
- * Operates a question-led approach which encourages coaches to reflect and provide their own solutions;
- * Able to work flexibly to meet the specific and changing needs of the coaches
- * Organised and efficient in meeting preparation and follow-up taking an innovative approach to improving monitoring processes
- * Reflective and receptive to feedback to continually improve effectiveness and develop practice
- * A hunger for learning, constantly striving to be the best that they can be by engaging in continuous and relevant personal development
- * Knowledge and understanding of inclusion and equality in working practice



2023-2024 Mentor Programme Timeline

Nov 28 – Dec 31: Application period

Jan 16 : Mentor interviews (online-Zoom)

Jan 17: Mentors informed of their selection

Jan 24-25: Mentor Training Workshops 1 & 2

Feb 21 : Mentor Training Workshop 3

March 6 : Advanced Coach Academy – Mentee introductions (Mandatory)

2024 March: Conclusion of Programme with final consultation

How to Apply

Application to this programme is via the **application form** available in November.

As RDA is an organisation who supports those with disabilities we welcome applicants with additional needs.

If you have any further questions about the Programme or Role please contact Rebecca Heath on **01926 405978** or by emailing **rheath@rda.org.uk**

'Regardless of our title or years of experience, we can learn from each other. Through mentoring and by being open to learn we can reach our ultimate potential'—Lily Benjamin

'A Mentor-Mentee relationship benefits both, the mentor and mentee, and both learn and grow with the mentoring experience' - Naree